

## **BENEFITS FOR EFL POSITIONS**

**RETIREMENT** - PERS (3% at 50). The 9% PERS employee contribution is included in the employee's base salary and is paid by the employee. NOTE: Earnings from this job are not covered under Social Security. When you retire you may receive a pension based on earnings from this job. If you do, your pension may affect the amount of Social Security benefits you may receive. For more information go to, [www.socialsecurity.gov/form1945](http://www.socialsecurity.gov/form1945).

**MEDICAL** - The City's workers' compensation coverage is self-funded. Medical, dental, and vision coverage for employees and eligible dependents is provided through Fire Districts Association of California (FDAC) Health Insurance Plan. A majority of the health insurance premium is paid by the City; \$30/month is paid by the employee.

**VACATION** - Vacation is accumulated at 7 shifts per year and increases with time in service. The maximum accrual is 15 shifts.

**SICK LEAVE** - Sick Leave is accrued at 1/2 shift per month with no limit. Up to three shifts of Family Sick Leave are also allowed per year and are deducted from employee's accrued sick leave. An employee may be allowed Family Death Leave up to 3 shifts per incident. This is not accruable.

**HOLIDAYS** - The City pays for 10 1/2 fixed holidays and 2 floating holidays.

**LIFE INSURANCE** - The City pays the premium on a \$5,000 life insurance policy for eligible employees, including eligible dependent coverage at \$1,000 each.

**ADDITIONAL BENEFITS** - Other benefits include optional participation in deferred compensation plans, City-paid membership in an Employee Assistance Program (EAP) for the employee and eligible dependents, free membership at the Adorni Recreation Center and discounted membership for spouse and dependent children, an educational reimbursement program, optional participation in supplemental health coverages through AFLAC, and optional participation in ICMA Retirement Health Savings (RHS) Plan.

Note: Although benefits have been reported as accurately as possible, there has been no warranty of complete benefit summary intended. All information provided is subject to the actual terms of the legal documents that control benefit programs.

**\* \* OTHER BENEFITS APPLY \* \***